



Louisiana Department
Of State Civil Service

Annual Performance Planning and Review Report Fiscal Year 2001-2002

(Submitted to the Director of Civil Service and the Civil Service Commission on
November 13, 2002)

In accordance with Civil Service Rule 10.12 (c), state agencies are required to submit an annual PPR report to the Director of Civil Service. The final annual report for fiscal year 2001-2002 is attached to this memo. The data is organized so that columns one and two indicate the name of the agency.

The reports are as follows:

1. First Report - Alphabetical Order by Agency.

This report lists all agencies by major department, in alphabetical order. The third column indicates the total number of employees for whom ratings were reported by the agency. The fourth column indicates the percentage of Un-Rated ratings for fiscal year 2001-2002. The fifth and sixth columns indicate the Un-Rated rates for the two prior fiscal years—2000-2001 and 1999-2000. Combined data is provided on this main report for the Housing Authorities, Louisiana Technical Colleges and Ports/Levee Districts. The detail data for these agencies, colleges, etc., is not included but can be made available if you wish.

2. Second Report - Descending Order by Un-Rated Rate.

The second report sorts the agencies in descending order according to the rate of Un-Rated ratings. The third column in this report indicates the total number of employees for whom ratings were reported by the agency. The fourth column indicates the percentage of Un-Rated ratings for fiscal year 2001-2002. The fifth and sixth columns provide the Un-Rated ratings for the previous two fiscal years.

Those agencies appearing at the end of the list, with no Un-Rated percentage listed for FY 01-02, did not report this year.

3. Charts

There are two charts attached to this report.

Chart 1 shows PPR Ratings for each of the past three fiscal years. Data is presented for Fiscal Years 1999-2000, 2000-2001 and 2001-2002. The first column indicates the number of involuntary separations during each fiscal year—those employees who were separated from probation, who resigned to avoid dismissal, and who were dismissed. This number is deemed to be significant since these are people who most likely did receive, or would have received, ratings of Poor or Needs Improvement. Then, from left to right, the actual number of ratings rendered in each of the five rating categories—Poor, Needs Improvement, Meets Requirements, Exceeds Requirements, and Outstanding, are presented. In the right most column, the total number of Un-Rated ratings for each fiscal year is shown.

Chart 2 indicates the percentage of overall ratings falling into each rating category. It reflects, of the actual ratings rendered statewide by rating supervisors, what percentage of the ratings fell into each of the rating categories, including Un-

Rated.. This data is presented, as it is for Chart #1, for each of the last three fiscal years.

Decrease in Statewide Un-Rated Rate

In summary, you will note we experienced a drop in the statewide Un-Rated rate to 10.69% this Fiscal Year. This statewide Un-Rated rate was 21.71% in 2000-2001, and 22.20% in 1999-2000. The Un-Rated rate in Fiscal Years 1978-1998 and 1998-1999 were also greater than 20%.

In the last two years, the Civil Service Commission has heard from a number of appointing authorities who responded to our request to address the Commission to discuss their high Un-Rated rates. These Secretaries, Presidents and Executive Directors shared with the Commission what they felt contributed to the high incidence of Un-Rated ratings within their organizations and in particular, what they planned to do to strengthen their performance management systems and to reduce their Un-Rated rate.

You will note that the majority of those agencies whose appointing authorities addressed the Commission have significantly reduced their Un-Rated rates during Fiscal Year 2001-2002, contributing to this dramatic reduction of more than 50% in the statewide Un-Rated rate.

However, this strengthening of individual agencies' performance management programs is not limited to those agencies. Many agencies have worked aggressively to strengthen their programs. A few methods they have employed to achieve this are:

- Issuing a strong message from the Appointing Authority that performance management is a priority for the agency and that the Appointing Authority will hold all supervisors and managers within the hierarchy accountable and responsible.
- Making clear that merit increases can be used as a management tool to encourage improvement in one or more areas, regardless of overall PPR rating. We believe our recent

training efforts, in our revised PPR class and other new classes, has contributed significantly to agency understanding of this issue.

- Stressing to all employees the link between a strong performance management program and achievement of the agency's overall mission and goals and objectives.
- Stressing the link between a strong performance management program and compliance with regulatory or oversight agencies (Ex.: medical facilities and JCAH requirements.)
- Requiring Rating Supervisors to attend PPR class every few years as a refresher, even if they've already attended class in the past.

Recent Developments In Performance Planning and Review

Our staff at the Department of Civil Service worked this summer with a focus group of agency Human Resources staff to identify some reporting needs in regards to the Performance Planning and Review system. In addition, our staff worked with the ISIS HR project team to effect needed changes to the PPR reporting capabilities in the ISIS HR system. As a result:

- Rating Supervisors are now required to select an "Un-Rated Reason" when recording and reporting an Un-Rated rating rendered for a subordinate. These reasons must be indicated on the standard PPR form by all Rating Supervisors statewide.
- These Un-Rated Reasons are recorded in the ISIS HR system by those agencies whose human resources data is recorded in that system. We have also indicated to non-ISIS HR agencies that they should track this Un-Rated Reason information so that it will be available to the Department of Civil Service upon request.
- Changes have been made to the PPR Appraisal Reports that are generated in ISIS HR. Agencies and the Department of Civil Service will now be able to generate reports that indicate the distribution of PPR ratings in all categories not only by agency, but by Rating Supervisor and Organizational Unit, making it clearer to Appointing Authorities which supervisors and organizational units are using the system effectively and which are not.
- Changes have also been made in ISIS HR reporting that will display the Reasons for all Un-Rateds that are displayed.

These changes will allow an agency to evaluate rating trends within their organizations, identify any problems that may exist and alert them to any training needs.

The staff at the Department of Civil Service also worked this past year to develop a new PPR training videocassette to replace the one used since 1997. With the production of this new videotape and revision of the training materials, we have launched an effort to *Train The Trainer for PPR*. We have begun conducting a series of classes to certify, as agency PPR trainers, Human Resources and Training professionals who have been designated to serve in that role by their Appointing Authorities. These individuals are being trained to conduct the same *PPR for Supervisors* classes offered through the Comprehensive Public Training Program (CPTP), and their class participants will receive appropriate credit and certificates through the CPTP program for attending the classes. The Appointing Authorities and successful PPR Trainers will enter into a contract with the Department of Civil Service that outlines the conditions of the training agreement.

Having in-house PPR Trainers will be beneficial to a number of agencies, especially agencies whose employees find it difficult to attend one of the regularly scheduled CPTP classes, such as the 24-hour facilities of the Departments of Health and Hospitals and Corrections. PPR classes will continue to be offered through CPTP. The training staff of the Department of Civil Service will continue to respond to requests for special on-site classes for those agencies which have justifiable needs.

Summary

We indicated in our Annual Report for 2000-2001, that we expected that the data from Fiscal Year 2001-2002 would be a better assessment of the success state agencies are having in reducing their Un-Rated rates, and we're pleased this has been the case. We are confident that by utilizing the methods such as those mentioned in this report, state agencies will be successful in maintaining this lowered rate, possibly decreasing it even further.

2001-2002 PPR Report in Alphabetical Order

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99- 00
Agriculture	Dept. of	783	12.90%	14.93%	13.35%
Civil Service	Dept. of	100	0.00%	1.05%	9.18%
Civil Service	Div. Of Administrative L	29	0.00%	0.00%	9.68%
Civil Service	Ethics	18	5.56%	10.00%	13.64%
Civil Service	Municipal Fire and Polic	15	13.33%	0.00%	0.00%
Corrections	Dept. of	7242	1.48%	0.57%	1.05%
Council on Develo	CODOFIL	4	0.00%	0.00%	0.00%
Community Colle	BRCC	32	3.13%		
Community Colle	Bossier Parish Comm C	70	1.43%		
Community Colle	Delgado Comm College	216	38.89%		
Community Colle	Nunez Comm College	40	0.00%		
Community Colle	River Parishes Comm C	5	0.00%		
Culture, Rec & To	Dept of Culture, Recrea	620	2.10%	75.21%	40.48%
Culture, Rec & To	New Orleans City Park	120	26.67%	64.37%	35.76%
Economic Develo	Architectural Examiners				0.00%
Economic Develo	Board of CPAs				50.00%
Economic Develo	Contractors' Licensing b	53	3.77%	8.00%	18.52%
Economic Develo	Dept. of	64	40.63%	49.58%	21.84%
Economic Develo	Financial Institutions, O	121	0.83%	5.56%	
Economic Develo	Real Estate Commissio	21	23.81%	28.00%	20.83%
Economic Develo	Racing Commission	11	0.00%		
Economic Develo	Used Vehicle Commiss	19	0.00%	0.00%	0.00%
Education	Dept. of	501	0.20%	9.16%	33.02%
Education	School for Math, Sci & A	14	7.14%	14.29%	13.33%
Education	Special Ed. Center	126	1.59%	0.00%	0.00%
Educational TV A	LETA	78	0.00%	12.16%	10.39%
Elections & Regis	Dept. of	146	0.68%	8.33%	2.52%
Environmental Qu	Dept. of	958	5.01%	13.86%	15.96%

2001-2002 PPR Report in Alphabetical Order

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99- 00
Gov. Ofc. Auxillar	BESE	8	0.00%	57.14%	28.57%
Gov. Ofc. Auxillar	Board of Regents	9	33.33%	21.43%	71.43%
GovOfc Div of Ad	DOA	882	4.88%	14.01%	18.38%
GovOfc Div of Ad	ORM-(Incl in DOA above)				
Governor	Cosmetology, Board of	18	100.00%		
Governor	Elderly Affairs	54	1.85%	12.96%	11.11%
Governor	Military				80.00%
GovOfc of	Mental Health Advocacy	13	76.92%	53.85%	50.00%
GovOfc of	Comm on Law Enforcement	48	0.00%	0.00%	3.77%
GovOfc of	Women's Svcs	32	50.00%	2.63%	13.04%
GovOfc of	Patient's Comp Fund	27	18.52%	19.23%	9.09%
Governor	State Emp Grp Benefits	324	26.85%	40.60%	21.55%
Health & Hospital	Addictive Disorders, Ofc	486	10.29%	7.44%	12.40%
Health & Hospital	Capitol Area Human Sv	156	0.64%	31.61%	53.21%
Health & Hospital	Citizens w/Dev Disabilit	4247	9.28%	38.04%	24.57%
Health & Hospital	Dentistry, Board of	3	0.00%		100.00%
Health & Hospital	Dept. of Health & Hosp	2942	17.30%	15.65%	17.03%
Health & Hospital	Embalmers, Brd of				0.00%
Health & Hospital	Jefferson Parish Health	141	19.86%	17.74%	11.72%
Health & Hospital	Lic. Prof. Voc Rehab				
Health & Hospital	Medical Examiners, Brd	38	13.16%	4.88%	5.88%
Health & Hospital	Mental Health, Ofc of	3215	15.71%	6.73%	12.76%
Health & Hospital	Nursing, Board of	25	64.00%	100.00%	86.36%
Health & Hospital	Nursing Home Admin., Board of				0.00%
Health & Hospital	Pharmacy, Board of	7	28.57%	100.00%	
Health & Hospital	Practical Nurse Examin	7	14.29%		
Health & Hospital	Public Health, Ofc of	1742	10.33%	63.36%	11.29%
Health & Hospital	Radiologic Technology Board			0.00%	0.00%

2001-2002 PPR Report in Alphabetical Order

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99- 00
Housing Finance	LA Housing Finance Ag	50	8.00%	61.11%	43.59%
Housing Authority	composite	735	50.07%	18.17%	17.06%
Insurance	Dept. of	216	28.24%	38.67%	52.13%
Jury Commission	Board of				
Labor	Board of Plumbing	4	0.00%	0.00%	0.00%
Labor	Dept. of	1214	10.30%	23.35%	38.25%
Levees/Ports	composite	1102	2.72%	12.63%	16.27%
LSUHCS/HCS	E. A. Conway	762	25.07%	22.89%	24.15%
LSUHCS/HCS	E. K. Long	840	1.79%	3.38%	13.93%
LSUHCS/HCS	H. P. Long	523	13.96%	0.88%	0.64%
LSUHCS/HCS	Health Care Svcs. Hdq	90	6.67%	26.74%	33.33%
LSUHCS/HCS	L. J. Chabert	819	0.24%	0.25%	1.20%
LSUHCS/HCS	Lafayette	757	18.36%	25.07%	19.58%
LSUHCS/HCS	Lallie Kemp	408	1.47%	6.25%	8.45%
LSUHCS/HCS	Med. Center of NO	4096	15.82%	57.50%	84.69%
LSUHCS/HCS	New Orleans	837	11.95%	18.21%	20.40%
LSUHCS/HCS	Shreveport	2575	23.26%	46.35%	39.88%
LSUHCS/HCS	W. O. Moss	349	10.89%	33.43%	15.04%
LSUHCS/HCS	Washington-St. Tammar	196	2.04%	0.52%	2.65%
Lieutenant Govern	Office of **				
Louisiana Tech C	composite	301	2.99%	6.74%	11.70%
LSU System	Administration	4	0.00%	0.00%	0.00%
LSU System	Agriculture Center	531	6.78%	20.18%	19.56%
LSU System	Alexandria	74	1.35%	22.73%	68.33%
LSU System	Baton Rouge	2244	7.44%	11.84%	6.02%
LSU System	Eunice	68	0.00%	0.00%	0.00%
LSU System	Hebert Law Center	19	0.00%	0.00%	0.00%
LSU System	Pennington Biomedical	53	9.43%	0.00%	0.00%

2001-2002 PPR Report in Alphabetical Order

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99- 00
LSU System	Shreveport	105	5.71%	48.24%	56.73%
LSU System	Univ. of New Orleans	378	2.12%	23.85%	86.87%
Natural Resource	Dept. of	464	0.86%	3.28%	13.52%
Private Security E	Board of				
Public Safety	Dept. of	1338	4.63%	15.60%	17.38%
Public Safety	Private Investigator Brd	1	100.00%	0.00%	
Public Svc. Comm	Public Service Commis	91	7.69%	23.08%	17.53%
Revenue	Dept. of	984	12.91%	16.78%	24.56%
School for the Deaf		163	7.98%	2.48%	4.12%
School for the Visually Impaired		32	0.00%		
Social Services	Dept. of	5389	5.70%	16.00%	12.53%
Southern Univ. S	Baton Rouge	555	66.85%	69.03%	75.35%
Southern Univ. S	New Orleans	127	37.80%	72.00%	89.23%
Southern Univ. S	Shreveport/Bossier	40	15.00%	28.95%	69.44%
State	Dept. of	152	5.92%	61.03%	98.65%
Student Financial	Office of	144	6.94%	13.49%	
Transportation &	Brd. Prof Engineers				12.50%
Transportation &	Dept. of Transportation	5161	4.32%	1.85%	3.94%
Treasury	Dept. of	48	4.17%	27.27%	17.95%
Treasury	School Employees Reti	35	40.00%	52.94%	
Treasury	State Employees Retire	111	13.51%	7.95%	
Treasury	Teacher's Retirement S	147	6.80%	11.29%	18.02%
University System	Grambling State Univ.	316	38.61%	34.81%	32.39%
University System	Louisiana Tech. Univers	468	2.14%	20.62%	20.80%
University System	McNeese University	236	28.81%	36.07%	18.82%
University System	Nicholls State Universit	271	5.54%	11.15%	14.45%
University System	Univ. La.-Monroe	426	13.85%	65.71%	63.46%
University System	Northwestern State	229	22.71%	50.98%	43.46%

2001-2002 PPR Report in Alphabetical Order

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2001-2002 PPR Report in Descending Order by Un-Rated Rate

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99-00
Governor	Cosmetology, Board of	18	100.00%		
Public Safety	Private Investigator Brd	1	100.00%	0.00%	
GovOfc of	Mental Health Advocacy	13	76.92%	53.85%	50.00%
Southern Univ. System	Baton Rouge	555	66.85%	69.03%	75.35%
Health & Hospitals	Nursing, Board of	25	64.00%	100.00%	86.36%
Housing Authorities	composite	735	50.07%	18.17%	17.06%
GovOfc of	Women's Svcs	32	50.00%	2.63%	13.04%
University System	Univ.La.-Lafayette	670	46.42%	53.95%	47.21%
Economic Development	Dept. of	64	40.63%	49.58%	21.84%
Treasury	School Employees Retirement	35	40.00%	52.94%	
Community Colleges	Delgado Comm College	216	38.89%		
University System	Grambling State Univ.	316	38.61%	34.81%	32.39%
Southern Univ. System	New Orleans	127	37.80%	72.00%	89.23%
Gov. Ofc. Auxillary Boards	Board of Regents	9	33.33%	21.43%	71.43%
University System	McNeese University	236	28.81%	36.07%	18.82%
Health & Hospitals	Pharmacy, Board of	7	28.57%	100.00%	
Insurance	Dept. of	216	28.24%	38.67%	52.13%
Governor	State Emp Grp Benefits	324	26.85%	40.60%	21.55%
Culture, Rec & Tourism	New Orleans City Park	120	26.67%	64.37%	35.76%
LSUHCS/HCSO	E. A. Conway	762	25.07%	22.89%	24.15%
Economic Development	Real Estate Commission	21	23.81%	28.00%	20.83%
LSUHCS/HCSO	Shreveport	2575	23.26%	46.35%	39.88%
University System	Northwestern State	229	22.71%	50.98%	43.46%
Health & Hospitals	Jefferson Parish Health Svc.	141	19.86%	17.74%	11.72%
GovOfc of	Patient's Comp Fund	27	18.52%	19.23%	9.09%
LSUHCS/HCSO	Lafayette	757	18.36%	25.07%	19.58%
Health & Hospitals	Dept. of Health & Hospitals	2942	17.30%	15.65%	17.03%
LSUHCS/HCSO	Med. Center of NO	4096	15.82%	57.50%	84.69%

2001-2002 PPR Report in Descending Order by Un-Rated Rate

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99-00
Health & Hospitals	Mental Health, Ofc of	3215	15.71%	6.73%	12.76%
Southern Univ. System	Shreveport/Bossier	40	15.00%	28.95%	69.44%
Health & Hospitals	Practical Nurse Examiners, Board of	7	14.29%		
LSUHCS/HCSO	H. P. Long	523	13.96%	0.88%	0.64%
University System	Univ. La.-Monroe	426	13.85%	65.71%	63.46%
Treasury	State Employees Retirement System	111	13.51%	7.95%	
Civil Service	Municipal Fire and Police	15	13.33%	0.00%	0.00%
Health & Hospitals	Medical Examiners, Brd	38	13.16%	4.88%	5.88%
Revenue	Dept. of	984	12.91%	16.78%	24.56%
Agriculture	Dept. of	783	12.90%	14.93%	13.35%
LSUHCS/HCSO	New Orleans	837	11.95%	18.21%	20.40%
LSUHCS/HCSO	W. O. Moss	349	10.89%	33.43%	15.04%
Health & Hospitals	Public Health, Ofc of	1742	10.33%	63.36%	11.29%
Labor	Dept. of	1214	10.30%	23.35%	38.25%
Health & Hospitals	Addictive Disorders, Ofc of	486	10.29%	7.44%	12.40%
Wildlife & Fisheries	Dept. of	758	9.63%	11.05%	3.79%
LSU System	Pennington Biomedical	53	9.43%	0.00%	0.00%
Health & Hospitals	Citizens w/Dev Disabilities	4247	9.28%	38.04%	24.57%
Housing Finance Agency	LA Housing Finance Agency	50	8.00%	61.11%	43.59%
School for the Deaf		163	7.98%	2.48%	4.12%
Public Svc. Commission	Public Service Commission	91	7.69%	23.08%	17.53%
LSU System	Baton Rouge	2244	7.44%	11.84%	6.02%
Education	School for Math, Sci & Arts	14	7.14%	14.29%	13.33%
Student Financial Assistance	Office of	144	6.94%	13.49%	
Treasury	Teacher's Retirement System	147	6.80%	11.29%	18.02%
LSU System	Agriculture Center	531	6.78%	20.18%	19.56%
LSUHCS/HCSO	Health Care Svcs. Hdqtrs	90	6.67%	26.74%	33.33%
State	Dept. of	152	5.92%	61.03%	98.65%

2001-2002 PPR Report in Descending Order by Un-Rated Rate

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99-00
LSU System	Shreveport	105	5.71%	48.24%	56.73%
Social Services	Dept. of	5389	5.70%	16.00%	12.53%
Civil Service	Ethics	18	5.56%	10.00%	13.64%
University System	Nicholls State University	271	5.54%	11.15%	14.45%
Environmental Quality	Dept. of	958	5.01%	13.86%	15.96%
GovOfc Div of Admin	DOA	882	4.88%	14.01%	18.38%
Public Safety	Dept. of	1338	4.63%	15.60%	17.38%
Transportation & Dev.	Dept. of Transportation & Development	5161	4.32%	1.85%	3.94%
Treasury	Dept. of	48	4.17%	27.27%	17.95%
Economic Development	Contractors' Licensing Board	53	3.77%	8.00%	18.52%
Community Colleges	BRCC	32	3.13%		
Louisiana Tech Colleges	composite	301	2.99%	6.74%	11.70%
Levees/Ports	composite	1102	2.72%	12.63%	16.27%
University System	Louisiana Tech. University	468	2.14%	20.62%	20.80%
LSU System	Univ. of New Orleans	378	2.12%	23.85%	86.87%
Culture, Rec & Tourism	Dept of Culture, Recreation & Tourism	620	2.10%	75.21%	40.48%
LSUHCS/HCS	Washington-St. Tammany	196	2.04%	0.52%	2.65%
Governor	Elderly Affairs	54	1.85%	12.96%	11.11%
LSUHCS/HCS	E. K. Long	840	1.79%	3.38%	13.93%
Education	Special Ed. Center	126	1.59%	0.00%	0.00%
Corrections	Dept. of	7242	1.48%	0.57%	1.05%
LSUHCS/HCS	Lallie Kemp	408	1.47%	6.25%	8.45%
Community Colleges	Bossier Parish Comm College	70	1.43%		
LSU System	Alexandria	74	1.35%	22.73%	68.33%
Natural Resources	Dept. of	464	0.86%	3.28%	13.52%
Economic Development	Financial Institutions, Office of	121	0.83%	5.56%	
Elections & Registration	Dept. of	146	0.68%	8.33%	2.52%
Health & Hospitals	Capitol Area Human Svc.	156	0.64%	31.61%	53.21%

2001-2002 PPR Report in Descending Order by Un-Rated Rate

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99-00
Veterans' Affairs	Department of	373	0.27%	1.38%	0.77%
LSUHCS/HCSO	L. J. Chabert	819	0.24%	0.25%	1.20%
University System	Southeastern La. Univ.	471	0.21%	29.89%	25.97%
Education	Dept. of	501	0.20%	9.16%	33.02%
Civil Service	Dept. of	100	0.00%	1.05%	9.18%
Civil Service	Div. Of Administrative Law	29	0.00%	0.00%	9.68%
Council on Development of French in La	CODOFIL	4	0.00%	0.00%	0.00%
Community Colleges	Nunez Comm College	40	0.00%		
Community Colleges	River Parishes Comm College	5	0.00%		
Economic Development	Racing Commission	11	0.00%		
Economic Development	Used Vehicle Commission	19	0.00%	0.00%	0.00%
Educational TV Auth	LETA	78	0.00%	12.16%	10.39%
Gov. Ofc. Auxillary Boards	BESE	8	0.00%	57.14%	28.57%
GovOfc of	Comm on Law Enforcemnt	48	0.00%	0.00%	3.77%
Health & Hospitals	Dentistry, Board of	3	0.00%		100.00%
Labor	Board of Plumbing	4	0.00%	0.00%	0.00%
LSU System	Administration	4	0.00%	0.00%	0.00%
LSU System	Eunice	68	0.00%	0.00%	0.00%
LSU System	Hebert Law Center	19	0.00%	0.00%	0.00%
School for the Visually Impaired		32	0.00%		
Economic Development	Architectural Examiners				0.00%
Economic Development	Board of CPAs				50.00%
GovOfc Div of Admin	ORM-(Incl in DOA above)				
Governor	Military				80.00%
Health & Hospitals	Embalmers, Brd of				0.00%
Health & Hospitals	Lic. Prof. Voc Rehab				
Health & Hospitals	Nursing Home Admin., Board of				0.00%
Health & Hospitals	Radiologic Technology Board			0.00%	0.00%

2001-2002 PPR Report in Descending Order by Un-Rated Rate

Agency	Agency	Calculate d No. 01- 02	Un-Rated Rate 01-02	% of SBD (Un-Rated) for 00-01	% of SBD for 99-00
Jury Commissioners	Board of				
Lieutenant Governor** (included in CRT)	Office of **				
Private Security Examiners	Board of				
Transportation & Dev.	Brd. Prof Engineers				12.50%
Grand Totals		64380	10.69%	21.71%	22.20%

Chart #1

PPR Ratings Fiscal Years 1999/00, 2000/01, 2001/02 Including Invol/Prob Separations

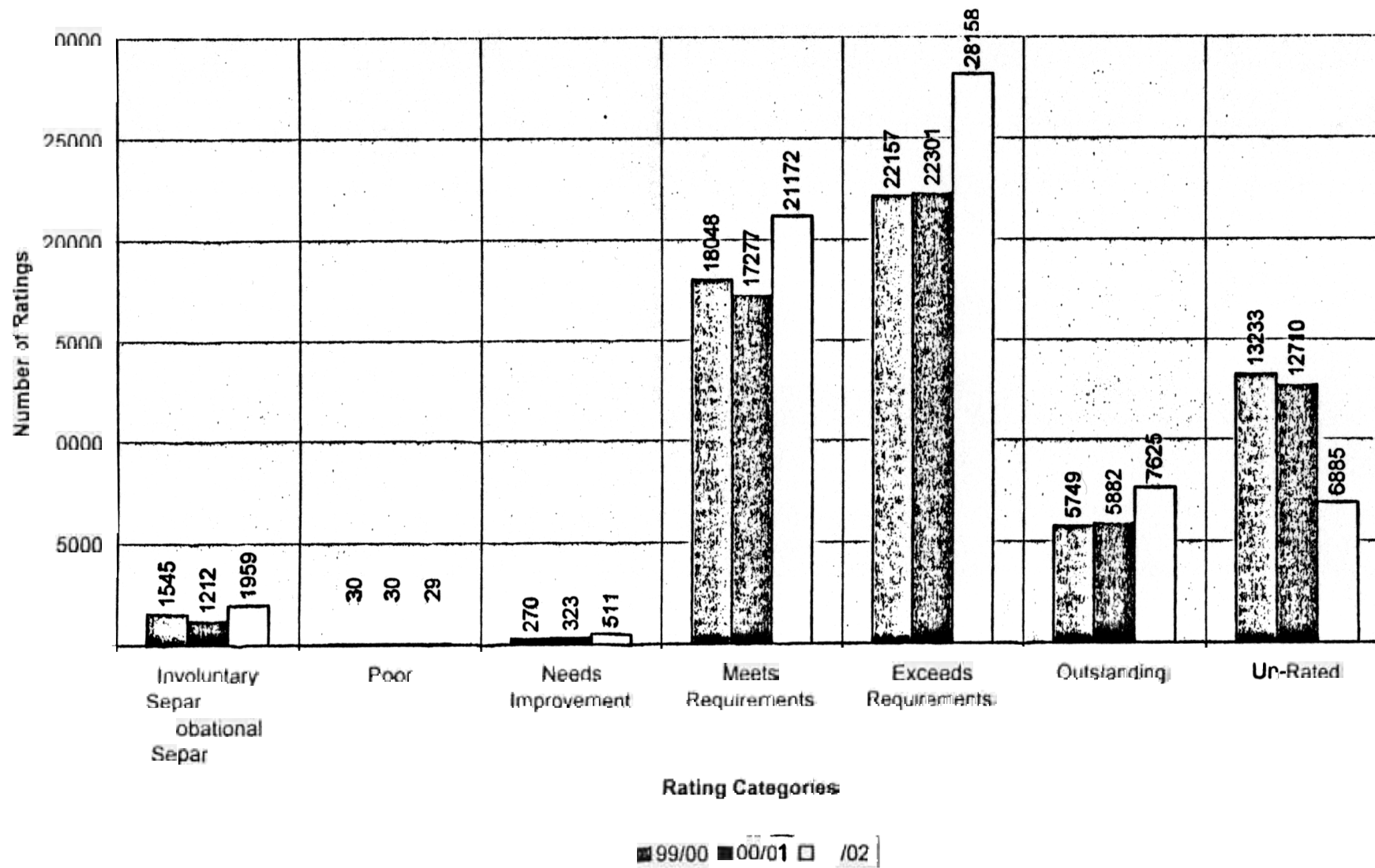


Chart #2

PPR Ratings for Last 3 Fiscal Years by %

